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ABSTRACT

Asserting that community foundations have a crucial part to play in supporting the role of fathers in families through research use and support, public policy influence, and program development, this publication is an outgrowth of a fatherhood institute in which representatives from 24 community foundations examined promising ideas for promoting responsible fatherhood. The report outlines six major strategies that community foundations are using to promote responsible fatherhood: (1) getting the word out that fathers matter; (2) acting as a convener and community resource; (3) teaching and supporting responsible parenting; (4) helping fathers overcome barriers to work and at work; (5) finding funding sources for fatherhood programs; and (6) working for public policy reform. For each strategy, the report describes the role of the Coalition of Community Foundations for Youth (CCFY), offers examples of how programs nationwide have used the strategy effectively, and lists suggestions for community foundation activities. Also included in the report is a list of CCFY Fathers Matters grantees and contact information, a fact sheet on the economic and social importance of fathers, a description of funding possibilities for fatherhood programs, and descriptions of the work of 19 national fatherhood organizations (KB)

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Fathers Matter 2001:

What Community Foundations Can Do

Melody Drummond • Kathy Reich

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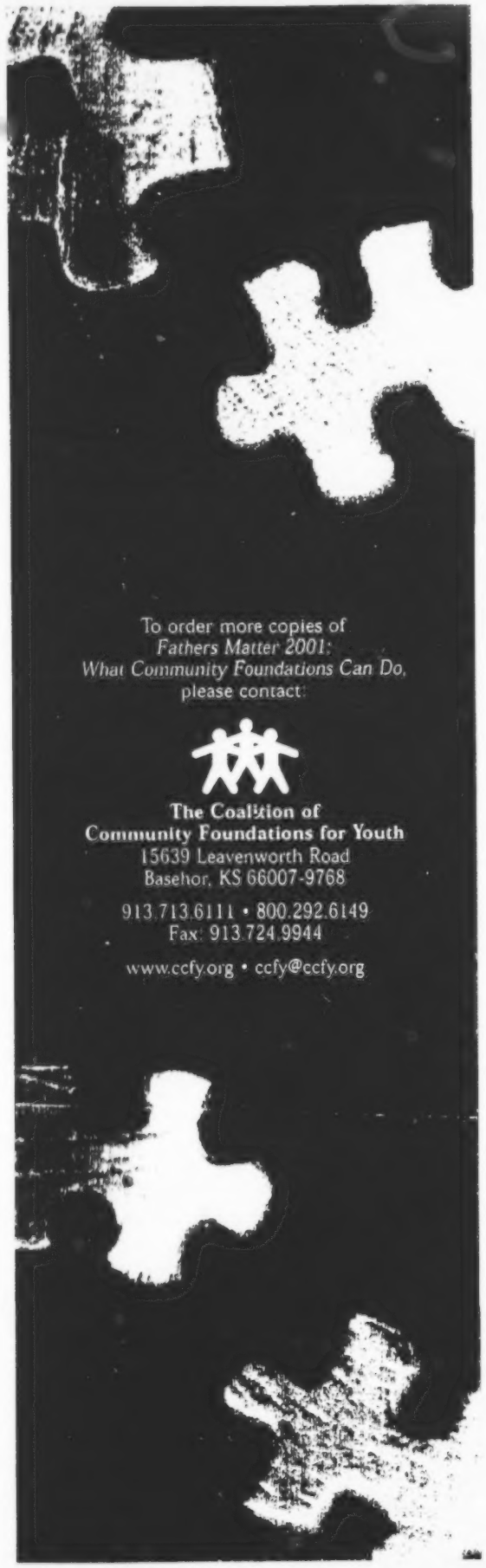

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Fathers Matter 2001:

What Community Foundations Can Do

Introduction 3

Getting the Word Out that Fathers Matter 5

Acting as a Convener and a Community Resource 7

Teaching and Supporting Responsible Parenting 9

Helping Fathers with Barriers to Work— and at Work 12

Finding Funding for Fatherhood Programs 15

Engaging in Public Policy Reform 17

CCFY Fathers Matter Grantees 21

Fatherhood: A Look at the Numbers 24

Funding for Fatherhood Programs 28

National Fatherhood Organizations 29

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Introduction

Fathers: The Missing Piece of the Puzzle

For far too long, fathers have been missing from the family policy agenda. Now, that's starting to change. As communities struggle to remedy social problems ranging from poverty to school failure to crime, they have discovered a significant factor that plays a role in all of these social ills—the physical or emotional absence of fathers in the lives of their children.

As the 1999 edition of the National Fatherhood Initiative's *Father Facts* notes, about 20 million children in this country live in single parent homes; most of these homes lack a father in the house. Children raised in these homes are more likely than children in two-parent homes to experience poverty, to suffer from poor health, to fall behind in school, to have emotional and social problems, and to end up with criminal records.

Although many single mothers defy the odds and succeed in raising their children to become caring, productive and responsible adults, experience suggests that children's life chances are better when they have the support of two parents—and the family support networks that each parent brings. It's quite simple: For children, fathers matter.

And not for financial support alone. As more mothers have moved into the workforce, fewer fathers have faced the burden of being sole providers for their families. Thus, traditional roles have begun to shift, and society has begun to place greater emphasis on the enormous non-financial contributions that fathers can make in their children's lives. Fathers are not just economic providers: they are nurturers, teachers, disciplinarians, role models, and pals.

Within the last decade, many new efforts have emerged to support the role of fathers in families. Fatherhood has become a topic of academic research, a focus for policymakers' attention, and an inspiration for exciting new programs that aim to support fathers' involvement with their families and their communities. In each of these areas, community foundations have a crucial role to play.

The Time to Act is Now

Three factors make it critical for community foundations to act now.

1. **Research demonstrates that fathers matter in the lives of their children.** An emerging body of research demonstrates that fathers matter in the lives of their children. Regardless of their ability to support their children financially, research shows that fathers can make important contributions to the emotional lives of their children.

   New research also challenges the stereotype about "deadbeat dads" by suggesting that joblessness—not lack of commitment—is a key reason behind many men's failure to pay child support. A 1999 Urban Institute report, *Obligating Dads: Helping Low-Income Non-custodial Fathers Do More for their Children*, found that few low-income unwed fathers are able to find full-time, year-round employment and that they earn little more than minimum wage. Research findings like these are building public will for fatherhood initiatives and giving community foundations vital information about how they can target services to low-income fathers in order to improve outcomes for children.

2. **New and increased public funds are available to support promising initiatives.** President Bush has proposed a five-year, $315 million grant program for community-based programs to promote responsible fatherhood.

   Whether or not Congress approves that proposal, federal and state governments already are investing increasing amounts in fatherhood programs, with much of the funding coming from federal block grants such as Temporary Assistance to Needy Families (TANF) and the Workforce Investment Act (WIA). Community foundations can educate their communities about how to take advantage of these funding sources; community foundations also can

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provide matching funds for local programs seeking federal and state dollars.

3. **National foundations have experience and information to share about best policies and practices.** A number of national foundations, including the Annie E. Casey Foundation, the Ford Foundation and the Charles Stewart Mott Foundation, have supported research and developed initiatives at the national level to inform policy and best practice work. CCFY has worked with these foundations to move this knowledge to local communities through community foundations. Equally important, the national funders and other national groups are learning from the "on the ground" work of community foundations and their local partners.

CCFY's Role in Fatherhood Initiatives

Since 1996, the Coalition of Community Foundations for Youth has been helping community foundations adopt effective strategies for including responsible fatherhood in their agendas. The goals of CCFY's Fathers Matter initiative are simple and straightforward:

- Increase philanthropic investment in responsible fatherhood;
- Contribute to the knowledge base of best practices and policies;
- Increase collaboration among programs serving fathers;
- Stimulate conversations among a more diverse group of stakeholders about strategies to increase father involvement; and
- Connect fatherhood practitioners to CCFY grantees and CCFY grantees to each other.

CCFY began its work with a series of "Fathers Matter" mini-grants, seeding public awareness and community-building activities in 67 communities. *(For a list of current grantees, see page 21).* In 1998, CCFY published its first *Fathers Matter* guide, which offered suggestions on how community foundations could incorporate fathers into their work. And in November 2000, CCFY and the Annie E. Casey, Ford, and Charles Stewart Mott foundations sponsored a fatherhood institute at which 36 representatives from 24 community foundations spent two days learning from researchers, leaders of national fatherhood organizations, and each other about promising ideas for promoting responsible fatherhood.

This publication, *Fathers Matter* 2001, is an outgrowth of that meeting—and of community foundations' requests for concrete ideas and examples they can use to support fatherhood efforts in their own communities.

Many community foundations are already working to meet the challenges of the fatherhood field. From acting as resources, to addressing economic and systemic barriers that fathers face, to engaging in public policy, community foundations are exploring diverse strategies to increase fathers' involvement with their families and communities. This publication outlines the strategies community foundations are using to promote responsible fatherhood:

- Getting the Word Out that Fathers Matter
- Acting as a Convener and Community Resource
- Teaching and Supporting Responsible Parenting
- Helping Fathers Overcome Barriers to Work—and at Work
- Finding Funding Sources for Fatherhood Programs
- Working for Public Policy Reform

From this list of options, community foundations can select the strategies that work best for them based on factors such as their size, funding, and goals, as well as their community's specific needs. Contact information for the community foundations described in this guide can be found on page 21.

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Getting the Word Out that Fathers Matter

Fathers cannot fully reconnect with families until the public—and fathers themselves—come to understand how important fathers are to their children. Community foundations have countless options for raising public awareness. Media campaigns, essay contests, and Father's Day special events all reinforce the message that children need their fathers for emotional and financial support. Initiatives like these can cost relatively little, but may play a major role in changing society's attitudes toward fatherhood. More importantly, these efforts can change the attitudes of fathers themselves.

Community foundations are using their role as grantmakers to raise awareness among their own grantees. One such foundation is **The Philadelphia Foundation,** which began its fatherhood work as a major supporter of the local site of the national Partners for Fragile Families demonstration. In the course of this involvement, foundation officials realized that they could have a significant impact on the way fathers are treated by integrating the father involvement theme into all of the foundation's grantmaking. To that end, the foundation is rewriting its grant guidelines to require that all grantees articulate how they are reaching out to and serving fathers. This approach to fatherhood work doesn't take new money or specially trained staff. It does, however, promote a new way of thinking among grantees about the importance of fathers.

The **Community Foundation of the Virgin Islands'** (CFVI) motto for its fatherhood public-awareness efforts could be, "Try anything and everything." In early June 2000, the foundation sponsored a children's essay contest about fathers, and the essays were read on the air the week leading up to Father's Day. The foundation also printed and gave away free T-shirts advertising 10 practical tips for fathers—turning those who wore the shirts into walking billboards for father involvement. Most of the foundation's fatherhood efforts are spearheaded by one committed volunteer, Richard Brown, who now writes a bi-weekly op-ed on fathers in the Virgin Islands for the local newspaper.

The foundation also is linking to other community groups. For instance, the foundation's staff has asked local clergy to feature sermons about fatherhood on Father's Day weekend each year; CFVI's goal is for every church, synagogue, and mosque in the islands to participate. The foundation has reached out to women's groups as well, representing fathers at a state senator's annual conference on women. One sign of progress: the local Women's Resource Center has changed its name to the Family Resource Center.

Some community foundations are combining public awareness with activities that connect fathers with their children. **The Fort Collins Community Foundation** in Colorado started its Fathers Matter Coalition in 1999 with an event called "A Day in the Park with Dad." The event was designed to provide a day of free activities to allow fathers to spend time with children—and to send the message that fathers can have fun with their kids without spending money. More than 300 fathers and families attended the first "A Day in the Park with Dad." The day's overwhelming success has made it an annual event. Because the coalition that sponsors the event involves local businesses and other community organizations, "A Day" offers an opportunity to connect fathers with resources in their communities as well as raise awareness among participating groups.

In Kansas, the **Topeka Community Foundation** supports the local Fatherhood Committee which meets monthly to promote strategies that educate fathers about their legal rights, enhance parenting skills, and educate the community about the importance of fatherhood. The foundation has sponsored three events in the past three years and reached approximately 3,000 fathers. The Committee recruits fathers through the local media and outreach with local social service agencies as well as by

partnering with other community groups. Local professionals coordinate the parenting education efforts. The Committee's goal is to reach all fathers, and care is taken to make all events accessible to low-income fathers.

What Community Foundations Can Do:

- Assess the father-friendliness of your foundation's policies and grantmaking procedures. Include questions about how family services grantees will work with fathers as part of your foundation's grant guidelines.
- Support local public-awareness campaigns that promote responsible fatherhood.
- Sponsor Father's Day events and other free social gatherings for fathers and children.
- Educate businesses, schools, and social service agencies about how to make their programs more father-friendly.

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Acting as a Convener and a Community Resource

The Coalition of Community Foundations for Youth (CCFY) serves as a catalyst, broker, and resource to engage community foundations on fatherhood issues and support their work. CCFY creates learning environments for community foundations; facilitates the transfer of innovative ideas between the national and local levels; and helps link community foundations to national funders, researchers, experts, and technical assistance providers. The Coalition also enables community and national foundations to leverage their financial and intellectual resources through matching grants.

When community foundations were asked about CCFY's role in their work, many echoed the sentiment of **The Philadelphia Foundation's** Vice President for Programs Lynette Campbell: "I know if there's something I need, they'll be there to help us work more effectively on fatherhood issues."

Community foundations can fill similar roles in their own communities by acting as catalysts to link various groups—including other nonprofits, schools, medical facilities, and businesses—and to help them learn to see fathers as a critical element in strong families.

Many community foundations are assuming these roles. For example, when the **Community Foundation of Collier County** in Naples, Florida makes grants to other organizations, the foundation shares the educational materials from CCFY events, thus completing the learning circle.

The **Community Foundation for Muskegon County**, Michigan, began its fatherhood work in 1996 when it received its first grant from CCFY to support and sponsor a community Father's Day event. When the foundation received a capacity-building grant in 1999, it convened a community roundtable event on fathers, and that March 2000 event—with 125 community representatives in attendance—resulted in the formation of the Muskegon Responsible Fathers Initiative (MRFI). Senior Program Officer Arnold Boezaart says of MRFI, "We're asking the community to get serious about fathers."

Through MRFI, the foundation has sought to integrate an emphasis on fathers into a range of activities, including the work of schools, courts, and social services organizations. A full-time program coordinator, who is paid by the school district, has been assigned to work with MRFI.

MRFI established a 10-person steering committee, which included representatives from the state social welfare and human services agencies, the courts, two city school districts, and a substance abuse counseling agency. The foundation and the steering committee worked to identify three organizations in the community that can effectively reach out to low-income, absent fathers. The selected organizations serve three neighborhoods that are part of the Michigan Welfare Reform/Work First Program. Each has made a commitment to the goals and principles of MRFI and is willing to establish a fathers' program.

The **Greater Kansas City Community Foundation** in Kansas City, Missouri, also has acted as a convener and a catalyst, sponsoring a briefing on fatherhood issues for community leaders. The March 1996 event, which featured Ralph Smith of the Annie E. Casey Foundation and Ronald B. Mincy, then of the Ford Foundation, drew more than 100 community leaders and raised awareness about the plight of the 160,000 children in the Kansas City area who are living in homes without fathers.

At that meeting, the community foundation challenged local leaders to become involved in the Kansas City Fathering Campaign in a number of ways. Some became sponsors of the Kansas City Father of the Year essay contest; others helped promote the contest. Some sponsored fatherhood training in their businesses or schools.

The Greater Kansas City Community Foundation also participates on a fatherhood advisory group that holds forums to discuss barriers for fathers as they

try to connect with their children. The forums encourage collaboration between elected officials in Missouri, businesses, and social services programs.

The **Racine Community Foundation** in Racine, Wisconsin, has sponsored a series of five "Fathers Matter Next Steps" community Forums. The series targeted state and local elected officials, government and community agencies, practitioners, and others who share the community foundation's interest in working with low-income non-custodial fathers. Each forum stressed a different theme; these included creating supports to help fathers compete for employment opportunities and helping fathers manage their relationships with their children's mothers.

In Providence, the **Rhode Island Foundation** organized and hosted a statewide conference on December 1, 2000, to bring together professionals who deal with father absence, family violence, teen pregnancy, family dysfunction, and visitation and child custody issues. Attended by 180 providers, the goals of the conference were to encourage the development of father-friendly supports and to create a state-wide agenda to promote father involvement.

The work of the **Rochester Area Community Foundation** (RACF) in Rochester, New York, runs the gamut. The foundation began its fatherhood efforts by organizing a forum with various community members to establish a shared understanding of the needs of fathers. Government leaders, social services providers, funders, and evaluators all took part, strategizing about how the community could reach out to fathers. The forum provided an opportunity for groups representing varied perspectives and interests—such as child advocacy groups, unemployment agencies, and the legal system—to come together and help create a comprehensive picture of fathers' needs and a plan for action.

Next, the foundation convened a local conference on March 18, 1999. Foundation Vice President Bonnie Hindman says of the conference, "We tried to build the skills of practitioners, as well as fund evaluations of current fatherhood programs. We wanted to build the capacity of groups to engage in fatherhood work." RACF is currently working on a centralized, community-wide outreach and referral program for fathers who need support. The foundation is also making an effort to change certain cultural perceptions about parenting, such as language that refers only to "mothers" when referring to single parents.

What Community Foundations Can Do:

- Organize conferences, forums, and other meetings to allow fatherhood groups and community leaders to meet and discuss fathers. Connect groups in the local community with state, regional, and national experts and practitioners in the fatherhood field.
- Compile a directory of community programs that offer parenting or employment support to fathers and families. Make sure that school counselors, after-school programs, probation and parole officers, hospitals, welfare offices, and community health centers all have copies of the directory.
- Set up a communications network—such as a newsletter or email listserv—among community groups working on fatherhood issues.
- Create a fatherhood initiative in your community and recruit community leaders to sit on the steering committee.
- Sponsor training for practitioners who work with fathers; sponsor evaluation of local fatherhood programs.
- Sponsor training for staffers in government and community organizations about making their agencies more father-friendly.

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Teaching and Supporting Responsible Parenting

Studies show the vast benefits to children of fathers' involvement. Children whose fathers are actively involved in their lives do better in school than children whose fathers aren't around. They are less prone to depression. They have better social skills. And they are more likely to become good parents themselves.

It's never too early to begin teaching men about the responsibilities of fatherhood. The Fatherhood Project® of the Families and Work Institute emphasizes that preparation for parenthood should begin in boyhood, with programs that offer hope for the future, ensure that all boys are connected to adult role models, and teach boys to behave responsibly and set high expectations for themselves. If these programs are effective, boys will learn the importance of good fathering—and take steps to ensure that they don't become fathers before they are ready to be responsible for their children.

Community foundations use a variety of methods to support positive parenting behavior. Some hold and sponsor parenting classes, and many foundations are establishing counseling programs, running workshops, and organizing community forums on responsible parenthood. In these efforts, they frequently collaborate with other community-based organizations.

The **Community Foundation of the Virgin Islands** in St. Thomas sponsors "Fathers' Night Out," a program through which fathers invite 10 other fathers to their homes to discuss parenting issues. The discussion groups are held in homes, churches, restaurants, offices, bars, at a golf course—even on the beach. Richard Brown, the CFVI's fatherhood coordinator, says the sessions began with participants talking about their own preparation for fatherhood.

For example, says Brown, fathers are asked: "Before you became a father, what were your ideas of what it would be like? What preparations or training did you have before becoming a father? Now that you are a father, what do you see as three keys to being a good father?" The men also talk about what they see as the obstacles that keep them from being good fathers—and the supports that might help them do a better job.

The groups include men from all different socio-economic, racial and educational backgrounds, and as many as 53 fathers' groups have met in a single night on the islands.

The **Community Foundation of Collier County** in Naples, Florida, granted funds to Catholic Charities to run a counseling program with the Drill Academy, a local boot camp for teenagers who have committed violent offenses. The counseling program participants attended a 10-week series of father-counseling sessions. The participants were not all fathers, but were encouraged to talk about their own fathers. The program cost $10,000 per year for three 10-week series, and foundation officials say that the program demonstrated the need for and efficacy of free or low-cost counseling in the community.

The counseling program ran at full capacity for two years, but because of funding cuts and changes in administration at Catholic Charities, the program has been scaled back. Foundation director Mary George calls the Drill Academy program "our biggest success," noting the relevance to young men—whether they were fathers or not. George lauds the program's combination of prevention and intervention efforts, and she hopes that the project will be expanded in the future.

The foundation also sponsors free workshops at schools in diverse communities for parents and grandparents through the county's only nonprofit advocacy agency for children, the Naples Alliance for Children. Motivational speakers lead these workshops, which also feature presentations from educators, members of the clergy, and service providers who talk about good parenting.

Some community foundations select collaborators for their parenting projects based on the specific goals of their work. In Flint, Michigan, for example,

the **Community Foundation of Greater Flint** is working with the Prevention Research Center of the University of Michigan School of Public Health, the Genesee County Health Department, and several community-based organizations on a Fathers and Sons project. This collaborative effort is affiliated with the Broome Team, a local neighborhood-based health improvement initiative. One of the project's goals is strengthening father-son relationships as a way of reducing, postponing, or preventing risky health behaviors.

Another community foundation working in the health arena is the **Venango Area Community Foundation** in Oil City, Pennsylvania. Like the Community Foundation of Greater Flint, Venango is not working alone. Rather, the foundation works closely with the Erie Fatherhood Initiative to organize a Fatherhood Initiative Board. The board has created a "Doctor Dad" program for new fathers to learn how to care for sick children. The Venango Area Community Foundation helps link fathers to Erie's Non-Custodial Fatherhood Program, which targets incarcerated fathers, teen fathers, and recovering substance abusers. The program also serves fathers referred from the Domestic Relations, Juvenile and Adult Probation, and Children and Youth Services offices.

The **Community Foundation of Sarasota County,** Florida, has launched a Nurturing Dads Initiative. Through this initiative, fathers may participate in a 16-week course, which teaches them how to communicate and improve their relationships with their children. Classes meet once a week and are available at various sites in the county, with each class size limited to 15-20 fathers. A diverse group of fathers participates in the program, including men of various ages and income levels, as well as fathers who are at risk of losing contact with their children because of family disruption such as separation, divorce, or death. Each dad is paired with a mentor who works one-on-one with him. At-risk fathers are paired with mentors who came from similar backgrounds. Often, the size and nature of the class leads to close bonds between the fathers, and they meet on a regular basis even after the class has ended.

The program is supported by the community foundation as well as by Children First, an agency that made in-kind contributions and provided space for the program. The Venice Foundation is also a supporter. The program has served more than 110 men since 1998, and the Community Foundation of Sarasota County hopes to expand Nurturing Dads into the county hospital and prisons.

Similarly, the **Greater Kansas City Community Foundation** supports the National Fatherhood Center, which has trained 330 fathers in a dozen schools through the READ to Kids (Reconnecting Education And Dads) program. The curriculum teaches men practical activities and habits that can help them become more involved in their children's learning. Over the long term, the project's goals are improving student achievement; reducing tardiness, truancy, and disciplinary actions; and increasing graduation rates.

As they strive to serve fathers, community foundations must also learn how to find and recruit them. The **Community Foundation for Monterey County** in Monterey, California, works with the local Salinas Adult School to engage young, low-income fathers in the lives of their children and families—in their own homes or their children's homes—through monthly home visits. The program, called Parents as Teachers (PAT) and modeled on the Missouri PAT program, recruits fathers through the Women, Infants and Children (WIC) program, the Monterey County Health Department, a local teen mothers' program, and childbirth classes.

The home visits serve over 250 families, and they are funded creatively through seven different funding sources, including the community foundation. The Community Foundation for Monterey County has also granted funds so that fathers can be included in special conferences, workshops, and other activities. Carole Singley of the Salinas Adult School describes what happens in the home visits: "Every home visit involves an activity, such as playing 'peek-a-boo' to help with separation anxiety. We observe emotional, language, motor, and intellectual development. We teach parents how to observe these stages, too. We know that parents are connecting with their kids emotionally, and we set goals at each meeting." Goals during home visits are not limited specifically to child development; they also relate to a wider notion of family health. For instance,

goals may include making plans for parents' education and employment.

Most importantly, the home visits seek to involve all those interested in their children's well being. Says Singley, "It makes a difference just to ask about dads and other caregivers. Just ask, 'Who wants to be involved?' and try to schedule so that they can be there." The most important thing is not to give up—families have a lot of demands on their time. So, as Singley asserts, "They need educators who won't give up—who will meet when families can. We have to be a little tenacious."

Finally, the **Hutchinson Community Foundation** in Hutchinson, Kansas, finds fathers at work. The community foundation has established a task force to offer workplace seminars during lunch and dinner breaks, giving fathers a convenient opportunity to learn about the importance of father involvement.

Strengthening Relationships Between Parents

Poor relationships between parents undermine father involvement, and lack of father involvement often has lasting negative effects on children. Studies show that children in single-parent families are more likely than children in two-parent families to grow up poor, fall behind in school, experience emotional problems, and end up in trouble with the law.

By encouraging two-parent family formation, foundations can help their communities promote healthy child development and avoid costly intervention and correctional expenses they may incur later on. Community foundations can support conflict-resolution services to help parents resolve their differences. Community foundations also can support efforts to help non-custodial, divorced, or never-married parents develop "co-parenting" or "team parenting" skills so that both parents can stay involved in their children's lives.

The **Racine Community Foundation** in Racine, Wisconsin, sponsors a Team Parenting service model to build positive relationships between mothers and fathers, and to assist fragile families in functioning as whole units. Under this model, low-income parents receive mediation services and relationship management counseling to help low-income fathers and mothers use their financial and emotional resources to create better outcomes for their children.

The foundation also hosted a Team Parenting community luncheon for approximately 200 elected officials, government and social service agencies, and other community leaders to educate them about the importance of shared parenting by unmarried couples. Over the past six years, Racine's Children UpFront Program has used the Team Parenting curriculum to serve more than 2,500 individuals.

What Community Foundations Can Do:

- Support community-based programs that focus on delaying parenthood for young people, as well as teaching boys and girls about child development, effective parenting, and the responsibilities of parenting.
- Convene local youth services organizations to discuss how they can better prepare boys for fatherhood.
- Organize and fund fatherhood education and support groups for families.
- Help local social services programs serving mothers and children to develop outreach efforts and services for fathers.
- Support programs that help incarcerated fathers stay connected with their children.
- Support organizations that focus on culturally sensitive relationship counseling—especially for low-income families who can't afford private counseling.
- Support programs and organizations that help unmarried couples learn to successfully co-parent their children.
- Build bridges between groups that work with fathers and domestic violence prevention organizations, so that both groups can understand each other's concerns, find common ground, and begin to work together.

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Helping Fathers with Barriers to Work—and at Work

Many low-income fathers do not support their children financially—in part because they have a hard time supporting themselves.

Almost one-quarter of all non-custodial parents do not pay child support because they can't afford it. In 1990, according to the Urban Institute, 23 percent of fathers who paid no support had incomes below the threshold for food stamp eligibility.

- The Urban Institute's analysis shows that in 1990, only 10 percent of low-income non-custodial fathers worked full time, year-round. Forty-five percent worked intermittently, and about one-third did not work, but looked for employment during the year.
- The average wage for these men was only $5.40 per hour, and their average personal income was $3,932 (in 1990 dollars). Most worked in low-skill jobs, as operators or laborers (42 percent) or in service jobs (23 percent).
- According to the Urban Institute's analysis, among poor fathers who did not pay child support, the average amount of time worked in 1996 was only 29 weeks.

One of the best ways to reduce childhood poverty and promote stable, healthy two-parent families is helping low-income men to overcome these barriers and find work.

Helping Fathers with Barriers to Work

Community foundations can do much to help their communities develop strategies that help low-income men find steady, well-paid employment. Any father who needs help should be able to take advantage of job-search assistance, education and job-training programs, and supports to help him keep his job. Community foundations can address the formidable barriers to employment that many men face.

In 1998, the **Hogg Foundation for Mental Health** in Austin, Texas, began looking for ways to improve the lives of children in poverty. One promising solution was helping the fathers of those children find jobs. Rather than funding a selection of local self-contained fatherhood programs, the Hogg Foundation used the Ford Foundation's Partners for Fragile Families Initiative as a model to initiate a statewide program called the Texas Fragile Families Initiative.

The reasoning behind the creation of this statewide program was simple. Individual fatherhood programs would be isolated, difficult to sustain, and hard to evaluate. A network of programs—linked to each other and to state agencies—would be more sustainable because they could learn from each other, be evaluated across sites, produce best practices that could be disseminated, and develop the necessary public partnerships to increase the likelihood of sustainability.

As Hogg Program Director Marion Coleman says, "You have to focus on having system impact—on creating programs and creating a system that understands that in this state we care about fathers and families. Most importantly, it's about building relationships."

Hogg leveraged support from 25 foundations, including community foundations, to fund a $5 million project, of which the Hogg Foundation committed $200,000 over three years. Hogg funds infrastructure, staffing, evaluation, oversight, and "filling in the gaps." The project now has 12 sites in nine communities dedicated to delivering parenting and employment services to low-income, young, unmarried fathers. Equally important, the effort has engaged state agencies—including the Child Support Division of the Attorney General's Office, the Texas Department of Health, the Texas Youth Commission, and the Department of Regulatory and Protective Services—in ways that are producing changes in policy and practice.

Coleman explains, "We had state offices involved from day one. They're starting to look at Hogg's sites to do experiments with programs such as training program staff in paternity establishment procedures

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and utilizing local welfare to work monies on training for program dads. They're thinking creatively now because they know they have a supportive environment." Ultimately, says Coleman, "It's about having a privately funded effort get enough momentum so that it actually has an impact on public thought."

Helping Fathers With Barriers at Work

Once fathers find jobs, many discover that employment creates its own barriers to family involvement. The National Center for Fathering's 1999 "Fathering In America" poll found that nearly 58 percent of Americans don't think employers recognize the strain fathers face between the demands of family and the demands of work. Community foundations can work with employers to establish environments that enable fathers to balance work and family.

The main strategy that community foundations are using to help fathers with barriers at work is educating employers about father-friendly practices through meetings and publications.

For example, the **Topeka Community Foundation** produces a quarterly newsletter for fathers in the workplace called *Working Dads' Toolbox — Strengthening Families/Strengthening Workers*. Each newsletter features a local business and offers ideas about father friendly policies and practices. The publications also offer information for fathers about parenting, communication, resources, money management, and stress.

Also in Kansas, the **Hutchinson Community Foundation** brings together business executives and the local Fatherhood Task Force to examine workplace policies and practices that support or undermine active family involvement. The task force is working to organize a seminar for managers of local human services organizations. Task Force members will also work in collaboration with the School-to-Work Assessment and Training Council (SWAT), an arm of the local Chamber of Commerce, to assess local business practices and establish criteria for businesses to be recognized as "family friendly."

The **Community Foundation of the Virgin Islands** (CFVI) works with the local St. Thomas/St. John Chamber of Commerce to bring the issue of fatherhood into the workplace. The project's goals are changing workplace practices and policies to support father involvement and to counter negative attitudes about involved fathers. CFVI convenes local employers to discuss changing workplace practices and policies, sponsors fatherhood focus groups and workshops for working fathers, and sponsors a monthly fatherhood event for the Chamber of Commerce.

Children's school schedules and their fathers' work schedules are often out of sync. To address that problem, some community foundations are working to encourage local employers to change workplace policies so that fathers can attend school events. **The Community Foundation for Monterey County** operates in a community where agriculture is a mainstay of the economy. So the foundation is working with a community coalition of schools and agencies to encourage local employers to allow fathers and mothers to attend part of the first day of school. As a result of the coalition's efforts, more than 40 employers have allowed employees to receive either paid or unpaid time off — without penalty — at the height of the autumn harvest season.

In Canton, Ohio, the **Stark Community Foundation** and its FACES of Stark County project are providing working fathers with opportunities to participate in their children's education through "That's My Kid," a program that gives fathers up to eight hours per year in paid release time to attend school conferences, activities, and events. Employers who hire through Ohio Works First — the state's welfare-to-work program — and the Ohio Bureau of Employment Services are being educated and asked to commit to the program.

An advisory committee of business leaders and educators who are guiding the project have asked the Chambers of Commerce of three major cities in Stark County to endorse the idea of giving fathers release time and to attend their children's school functions. As of mid-2001, at least one Chamber had endorsed the idea.

In Florida, the **Community Foundation of Sarasota County** and its partner, the Nurturing Dads Initiative (NDI), are working to involve businesses through their Fathers and Families in the Workplace Certification program, which encourages businesses to adopt policies and practices that promote responsible fatherhood and better parenting.

The project's goal is to encourage at least 20 local workplaces to adopt at least one father-friendly policy or practice, with the broader aim of creating work environments that support and value workers who are fathers. NDI also is recruiting fathers in businesses to be mentors and working with some local companies to offer parenting education on site.

The Nurturing Dads Initiative also reviews local businesses' policies concerning fathers and families and evaluates their "father and family friendliness." For example, businesses are rated on whether they offer time off for PTA meetings and whether they provide family health insurance coverage. Every business that meets the evaluation's standards is certified by the foundation; those that don't are offered ideas for policy alternatives.

What Community Foundations Can Do:

- Partner with other funders and state and local public agencies to offer parenting and employment services for low-income unwed fathers.
- Convene existing community job training and placement programs to discuss how they can better serve fathers.
- Meet with local employers to discuss how they could be more family-friendly.
- Recruit business leaders and other employers to sit on fatherhood initiative advisory boards or steering committees.
- Educate employers on the importance of fathers to families and on the benefits to companies of being more family-friendly.
- Support or work with partners in your community to develop criteria for evaluating the father-friendliness of organizations' and employers' policies, and advise organizations on how to make changes to meet these criteria.

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Finding Funding for Fatherhood Programs

When SPAN asked community foundations about the biggest challenges they faced, their answers always included "funding." Fortunately, community foundations can leverage federal, state, local, and private resources to fund fatherhood programs.

Because of federal welfare reform, states have additional funding to serve fathers as well as mothers—and more flexibility in choosing how to spend it. They may use Temporary Assistance to Needy Families (TANF) block grant funds for any activity that meets the four broad purposes of welfare reform: 1) ending welfare dependence, 2) promoting employment, 3) encouraging two-parent families, and 4) reducing out-of-wedlock pregnancies.

States can afford to spend more of their TANF funds on fathers. Many states are already doing so, but in most cases, states are spending far less than the amount of federal funding available.

Other underused sources of federal funding exist as well: child support enforcement funds, the Welfare-to-Work block grant (which Congress amended to make it easier for states to serve fathers) and the Workforce Investment Act—a largely untapped resource. (For more information on funding sources, see page 28.) By providing matching funds and educating policymakers about how to invest in fathers, community foundations can help leverage federal funds for fatherhood programs.

Most of these federal funds come in the form of block grants, which means that states, and in some cases communities, have broad authority to decide how these funds are spent. Community foundations can help educate state and local policymakers about the importance of investing in fathers.

When the Ford Foundation and the Charles Stewart Mott Foundation launched their Partners for Fragile Families (PFF) demonstration project in 1998, they secured a commitment from the federal Office of Child Support Enforcement to provide child support funds for the project. But there was a condition: to leverage the federal and foundation funding, two demonstration cities needed to provide a local match. In Denver, the **Rose Community Foundation** met the challenge. The foundation ultimately provided the full $300,000 local match, and the **Denver Community Foundation** provided support as well. **The Philadelphia Foundation** is providing the local match for the PFF site in West Chester, Pennsylvania.

The Partners for Fragile Families demonstration works with young, unwed fathers to establish paternity and then helps fathers begin paying child support; obtain job training, placement, and retention services; and learn to be better fathers. Not only did the Rose Community Foundation's support help launch the program, but the foundation also helped persuade the city of Denver to invest in PFF so that the program could serve fathers who didn't meet the program's original eligibility criteria.

An innovative source of funding for fatherhood programs is sales tax. In Jackson County, Missouri, a one-quarter-of-one-percent sales tax goes to substance abuse programs. The **Greater Kansas City Community Foundation** has used its own funds to supplement projects funded by the sales tax. One of the projects is the National Center for Fathering's COMBAT (Community Backed Anti-Drug Tax) program, which operates through the Jackson County prosecutor's office. The COMBAT program is a 12-week parenting and employment program for first-time offenders who commit drug-related crimes. Prosecutors recommend offenders for the program, and when offenders complete the program, criminal charges are dropped.

Peter Spokes of National Center for Fathering, which partners with the Greater Kansas City Community Foundation on the COMBAT program, says, "This is what we focus on—teaching dads wherever we can teach them." An evaluation of the COMBAT program cited three key areas of improvement among participants: interaction between fathers and children; interaction between mothers and fathers on child development issues

and goals for their children; and fathering self-confidence.

In Connecticut, the **Community Foundation of Greater New Haven** used a grant from the U.S. Department of Health and Human Services Health Resources and Services Administration to help New Haven's Family Alliance (NHFA) expand its fatherhood efforts. HRSA grants are awarded to programs to reduce infant mortality and are normally given to programs that focus on pregnant women's health in their first trimester—the grant had never been given to a fatherhood project before.

The community foundation, however, cited research suggesting that increased father involvement could lower infant mortality rates. The HRSA grant enabled NHFA to add four new male outreach workers to their staff, who now provide outreach to men with female partners being served by the New Haven Families Alliance.

The Community Foundation for Greater New Haven also supports the Male Involvement Network (MIN) in the New Haven region. MIN focuses on all aspects of men's lives, including education, health, legal issues, housing, court-ordered mediation, child support, and housing.

This group, in partnership with the New Haven Foundation and Connecticut Coordinating Council for Philanthropy, sponsored a fatherhood event in June 2001. The event included sessions to educate funders about fatherhood issues as well as a day-long forum for practitioners, state policymakers and representatives of national fatherhood organizations.

The **Minneapolis Foundation** was able to help a local project attract federal funding simply by writing a letter of endorsement for a grant application by the Minneapolis FATHER Project. The FATHER Project ultimately received a $1.8 million grant from the U.S. Department of Labor.

What Community Foundations Can Do:

- Investigate whether your state or community is targeting federal funds to fatherhood programs—and if so, how much.
- Convene local welfare and employment programs to explore strategies for using their federal dollars to serve fathers.
- Provide matching funds for fathers' programs seeking state or federal dollars.
- Convene other funders to let them know why and what you are doing on responsible fatherhood.
- Educate policy leaders about public and private funding resources by designing roundtables or seminars especially for them.

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Engaging in Public Policy Reform

For the most part, fathers have been excluded or ignored in family policy. The challenge for communities and community foundations is to refocus efforts on fathers by engaging in public policy reform.

According to the Council on Foundations' Public Policy Task Force, public policy work is "any legally permissible philanthropic activity, including funding and convening, that ultimately seeks to affect or inform the actions of any level of government expressed in laws, administrative practices, regulations, or executive or judicial orders."

Public policy work can strengthen community foundations' roles in their communities by enabling them to protect philanthropic investments in pilot projects and increase the impact of these demonstrations. Moreover, because so much public policy work requires the power that derives from stature and credibility rather than funding, community foundations with limited financial resources can produce important changes. What it takes is committed staff members, involved boards of directors, and time and perseverance.

In 2000, the Council on Foundations and ProNet Public Policy Work Group released the report *Community Foundations on Public Policy*, detailing how community foundations can engage in public policy work. Noting that some community foundations may hesitate to become involved in public policy efforts because of concerns about what is permitted under federal tax laws, the report also points out that "foundations are encouraged to participate in public policy by the laws governing private philanthropy. While foundations cannot engage in partisan activities and are restricted in their ability to lobby, they are explicitly permitted other kinds of involvement with government. Foundations can talk about issues with legislators, discuss policy with cabinet members, or encourage grassroots citizen involvement with government."

Community Foundations on Public Policy includes a detailed appendix describing what federal law allows foundations to do, but here are a few general points from the report:

- Under federal tax law, efforts to influence regulations, enforcement policies, and other executive branch actions do not count as lobbying. Lobbying is defined strictly as efforts to influence pending legislation. Thus, for example, when community foundations press child support enforcement offices to offer employment services to men who fall behind on child support payments, this activity is not considered lobbying.
- Non-partisan analysis, study, or research does not count as lobbying.
- Only "direct" or "grassroots" communications are considered as lobbying. These are communications directly to legislators or the public urging them to support specific legislative proposals. Foundations may fund public education messages that discuss—and even take clear positions on—public policy issues, as long as these messages do not refer to specific legislative proposals.
- Charities and community foundations that qualify as public charities under federal tax laws may—depending on their level of grantmaking—spend up to $1 million per year on lobbying activities.
- Private foundations may make general support grants to public charities that lobby, as long as that funding is not earmarked for lobbying.

The report describes the strategies that community foundations can adopt to encourage policy change. These include commissioning research; building awareness and public will to bring about change; sponsoring pilot or demonstration programs; creating pro-active grantmaking initiatives to highlight the importance of specific issues; funding grantees to organize and advocate for community change; and lobbying for specific changes in policy, sometimes with the help of a professional lobbyist. For a copy

of *Community Foundations on Public Policy*, contact the Council on Foundations, (202) 466-6512.

Before engaging in policy reform, community foundations may want to assess the situation of fathers in their communities, as the **Sioux Falls Area Foundation** is doing. With previous support from CCFY, the foundation funded several fathering support groups, workshops, and celebrations of fatherhood that raised community awareness of the importance of fathers. Despite greater community awareness, fathers still face significant barriers. For example, many fathers are frustrated by their experience with the court systems, which they feel greatly limits their involvement with their children. Responding to these concerns, the foundation and its partners have decided to conduct a direct needs assessment by interviewing 300-350 fathers in the community before they press for policy changes on behalf of these fathers.

Other foundations already are deeply engaged in policy reform. The **Rose Community Foundation** in Denver has been active in developing a local ballot measure to create a sales tax to generate funds for programs serving children and families. The foundation hosted the planning committee for the ballot measure; conducted research in cities such as San Francisco, Seattle, and Kansas City that had established similar taxes; and brought experts from these cities to meet with Denver community leaders. The foundation also convened a coalition of nonprofits to lobby for the tax and took an active role in educating the mayor and city council. The ballot measure failed in 2000, but the Rose Community Foundation is exploring the reasons why it failed and what kind of ballot measure the community would support. There may be another ballot initiative in November 2001.

A major area in which community foundations are currently engaging in public policy is child support enforcement. Most children need financial support from two parents, not just one. That is why Congress and the states stepped up child support efforts in the 1990s, streamlining collection procedures and instituting tough new penalties for parents who don't pay.

To some extent, these tougher laws are working. But the new laws have done little to address the complaints of many fathers that existing approaches to custody and visitation unfairly discriminate against them. They also are making life even harder for parents who can't *afford* to pay.

The average low-income father has accumulated thousands of dollars in child support debt that he will never be able to pay. Paradoxically, in many cases low-income fathers don't even owe this money to their families; they owe it to the state as reimbursement for welfare payments made to their children's mothers.

As Dianne Lev of the Minneapolis Foundation points out, "We must undo decades of disconnection between fathers and the system... and decades of poor treatment of 'deadbeat' dads." As Lev points out, these fathers are frequently not deadbeats, but have been mischaracterized by the system. Rather than functioning solely as an enforcement agency, the child support enforcement system can act as a support and a bridge to services.

The Rochester Area Community Foundation's Bonnie Hindman also emphasizes that negative judicial and public perceptions of fathers create obstacles to fair treatment for fathers. Hindman stresses, "The court systems favor the moms. You must change the system by changing the biases and the public perceptions."

Community foundations have the opportunity to help change the culture of the child support system from a punitive one to one that gives fathers positive incentives to support their children. They can work with policymakers and practitioners to enact more generous child support pass-throughs, which allow all child support collected to be paid to families, not the state. They can encourage states to forgive or reduce the child support debt that low-income fathers owe to states. Finally, community foundations can invest money in access and visitation programs that help fathers see their children.

Community foundations are engaging in public awareness, offering case management to fathers, as well as educating judges and attorneys—all in an effort to change the way fathers are viewed by the child support enforcement system and to make the system work for families.

One community foundation on the front lines is the **Fort Collins Community Foundation,** which has assembled a coalition of five different community-based organizations to help fathers become more

responsibly involved in their children's lives. When they first formed, the coalition realized that legal issues were among the biggest obstacles fathers faced. There was a lack of communication between the fathers and the judges and attorneys, as well as a judicial bias in favor of mothers.

The coalition stepped in with the goal of increasing public awareness, as well as creating policy change. For example, they hired both a father advocate and attorney to increase public awareness within the legal community about the barriers low-income men face in the child support system. They chose a Spanish-speaking father advocate, because they work with a large number of Hispanic fathers. Over the past several years, fathers came to Fathers Matter for assistance in gaining access to their children. With the assistance from the fatherhood advocate and the attorney, 100 percent of these fathers were successful in their efforts, gaining the right to spend time with their children. The community foundation, Department of Human Services Parent Program, the Family Center, and several other groups are working with the father advocate and attorney to provide dads access to educational, therapeutic and legal services. The foundation also has recruited attorneys to help fathers with child support cases in collaboration with the Childhood Support Services Department.

Like Fort Collins, the **Community Foundation for Greater New Haven** is making a concerted effort to change the stereotype of the "deadbeat dad" and to make the community aware of the realities of men's lives. Whether or not they have jobs, fathers are required to pay child support. The foundation wants to change the language used by those in the child support system when they speak of fathers to include a greater emphasis on the importance of men's relationships with their children.

Additionally, the foundation continues to examine state policies that present barriers for fathers in the child support enforcement system and is working with a state representative to enact policy changes to programs such as Head Start to help fathers become more involved in their children's development.

Some community foundations are working to educate the public and policymakers about how fatherlessness affects children and what diverse stakeholders can do to take action. For example, the **Baltimore Community Foundation** provided financial support and guidance for the Center for Fathers, Families, and Workforce Development's May 2001 Baltimore Fatherhood Summit. The summit's goal: to help the community learn about how to reduce fatherlessness, as well as how to support father involvement by incorporating fathers into existing family services.

Coordinated by a diverse group of planners from 35 organizations, the summit included the publication of a pre-summit document for summit participants; workshops; issue-specific working groups to come up with next steps; the establishment of a coalition on fathers and families; and the publication of a post-summit document for policymakers. About 300 delegates attended, representing diverse groups such as faith-based organizations, family services, child support enforcement, employers, labor unions, health care, housing, and high school youth. Says CFWD's founder and President Joe Jones, "Not only do we have to raise awareness, but we have to get beyond the rhetoric and take action on fatherlessness."

In Wisconsin, the **Racine Community Foundation** and its partner, Goodwill Industries, have launched a community-wide public awareness campaign about public policies to support father involvement. The two organizations hold quarterly community forums to identify policies that help non-custodial fathers become involved with and responsible for their children.

The **Minneapolis Foundation** undertook a major effort to reform child support policy. After attending a 1998 meeting with the Ford Foundation at the invitation of CCFY, program officers were inspired to try to make the child support system work better for families. Returning from the meeting, senior program officer Dianne Lev met with representatives from various public, private, and nonprofit organizations already working on Minneapolis' FATHER Project. The project's goal is helping participants overcome barriers that prevent them from supporting and nurturing their children.

The Minneapolis Foundation helped form a coalition, which set out to support the FATHER project by working to establish child support pass-throughs. Since federal welfare reform in 1996, most states have kept all of the child support that they collect on behalf of welfare families as

compensation for the state's welfare expenses on those families. The result? Low-income fathers have little incentive to make child support payments, because they know that none of the money they pay actually reaches their children.

Some states, however, have addressed this problem by allowing fathers' payments to be paid directly to their families, not the state. The Minneapolis coalition decided to try to implement such a policy in Minnesota gradually; their idea was to start out with public and private funds supporting a limited demonstration and, if the demonstration proved successful, eventually build pass-throughs into state policy.

The Minneapolis Foundation contracted with the Minnesota Children's Defense Fund and the Minnesota Legal Aid Society to design a lobbying strategy. The foundation and other group representatives then met with individual legislators to educate them on pass-throughs and the need for a legislative waiver for FATHER Project participants so that pass-through payments would not negatively impact mothers' MFIP eligibility. Many of the legislators agreed to be sponsors or co-sponsors, and the waiver eventually was enacted.

But the legislature did not allocate any funding for the pass-through demonstration, and foundations could not raise enough money to fill the gaps. Even though the desired goal was not achieved, CCFY's support of this project had lasting effects. As the Minneapolis Foundation's Lev emphasizes, the effort increased awareness among members of the Minnesota legislature about fathers' personal and financial responsibilities—and the barriers they face to fulfilling those responsibilities.

Lev suggests that there are some lessons for community foundations interested in public policy efforts. First, says Lev, community foundations should not hesitate to embrace their legally defined public charity status and use it to engage in public education, advocacy, and lobbying efforts. But before launching an initiative, she advises, "Discern your community foundation's style and comfort zone, consider the broad range of public policy influencing activities you could engage in, and pick the right situation."

She also points out that policy reform is a demanding and time-consuming process and that it's important to understand what's involved to undertake the efforts you select—the time and the knowledge required. "Then gauge the abilities of your staff members and the qualities of your partners, and proceed accordingly." Finally, because policy reform is a new endeavor for so many community foundations, those who engage in these efforts should evaluate their experiences, broadcast their successes, and share the lessons they learn.

What Community Foundations Can Do:

- Educate your board of directors about the tremendous flexibility that community foundations have to influence public policy.
- Conduct a needs assessment of fathers in your community to determine which public policies could be changed to better promote father involvement.
- Work with local fatherhood advocacy and service organizations to develop a fatherhood public policy agenda, and then grant funds to these organizations or partner with them directly to promote this agenda.
- Educate prosecutors, judges, family court workers, and child support enforcement officials about the difficulties low-income fathers encounter in paying child support.
- Support efforts to link child support enforcement with services for fathers, and to provide access and visitation services for fathers.
- Support advocacy efforts to change state child support policies that penalize low-income fathers while keeping child support payments from going to poor children.
- Share "lessons learned" about public policy advocacy with other community foundations and CCFY.

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CCFY Fathers Matter Grantees

In 1999 and 2000, CCFY made small grants, ranging from $5,000 to $10,000, to 16 community foundations. These Fathers Matter grants, supported by the Annie E. Casey, Ford, and Charles Stewart Mott foundations, allowed community foundations nationwide to undertake a broad array of fatherhood-related projects. Contact information for these foundations is listed below.

In 2001 only community foundations in targeted sites will be eligible for Fathers Matter grants. These include the 10 partners for Fragile Families demonstration cities: Baltimore; Boston; Chicago; Denver; Indianapolis; Los Angeles; Minneapolis; New York; Racine, Wisconsin; and West Chester, Pennsylvania, and those in the Mott Foundation's Fathers at Work Initiative sites in Chicago; Philadelphia; New York; Roanoke, Virginia; and Richmond, California. For all of its past and present responsible fatherhood grantees, CCFY is sponsoring a public policy forum on fathers and families, and is offering participants an opportunity to apply for "take the learning home" grants to enable community foundations to sustain momentum after the forum.

Contact Information for CCFY Fathers Matter Grantees

CALIFORNIA

Community Foundation of Monterey County (Monterey, CA)
Marli Melton, Associate Director
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Monterey, CA 93940
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www.commfdnmc.org

COLORADO

Fort Collins Community Foundation (Fort Collins, CO)
Kris Cord, Program Officer
The Nicol Building
420 South Howes, Suite 101
Fort Collins, CO 80521
(970) 224-3462
kriscord@cfsnc.com
www.fortnet.org/cf

Rose Community Foundation (Denver, CO)
Elsa Holguin, Senior Program Officer
600 South Cherry Street
Suite 1200
Denver, CO 80222
(303) 398-7414
eholguin@rcfdenver.org
www.rcfdenver.org

CONNECTICUT

Community Foundation for Greater New Haven (New Haven, CT)
Sarah Fabish, Program Officer for Education and Youth
Amos Smith, Program Officer for Health
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FLORIDA

Community Foundation for Collier County
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Naples, FL 34103
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comfound@worldnet.att.net
www.cfcollier.org

Community Foundation of Sarasota County
(Sarasota, FL)
Wendy Hopkins, Program Officer
P.O. Box 49587
Sarasota, FL 34230-6597
(941) 955-3000
whopkins@sarasota-foundation.org
www.sarasota-foundation.org

KANSAS

The Hutchinson Community Foundation
(Hutchinson, KS)
Lynette Lacy, Executive Director
P.O. Box 298
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hutchcf@midusa.net

Topeka Community Foundation (Topeka, KS)
Kristine Meyer, Program Officer
1315 SW Arrowhead Road
Topeka, KS 66604
(785) 272-4804
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MASSACHUSETTS

Community Foundation of Cape Cod
(Yarmouthport, MA)
Lisa McNeill, Program Officer
Box 406
Yarmouthport, MA 02675
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comfndcc@capecod.net
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MICHIGAN

The Community Foundation of Greater Flint
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Tanya Jefferson, Program Officer
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Flint, Michigan 48502-1206
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The Community Foundation for Muskegon County
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425 W. Western Avenue, Suite 200
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MINNESOTA

The Minneapolis Foundation
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MISSOURI

The Greater Kansas City Community Foundation
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David Miles, Program Officer
1055 Broadway, Suite 130
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www.gkccf.org

NEW YORK

Rochester Area Community Foundation
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www.racf.org

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OHIO

The Stark Community Foundation (Canton, OH)
Cynthia Lazor, Program Officer
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cmlazor@cannet.com
www.starkcommunityfoundation.org

PENNSYLVANIA

The Philadelphia Foundation (Philadelphia, PA)
Lynette Campbell, Vice President for Programs
1234 Market Street, Suite 1800
Philadelphia, PA 19107
(215) 563-6417
lcampbell@philafound.org
www.philafound.org

The Venango Area Community Foundation (Oil City, PA)
Glory Johnson, Assistant Executive Director
3rd Floor Trax Building
213 Seneca Street, P.O. Box 374
Oil City, PA 16301
(814) 677-5085
glory_vacf@usachoice.net
www.ocasd.org/vacf

RHODE ISLAND

The Rhode Island Foundation (Providence, RI)
Melvin Bell (retired recently but no replacement yet)
Program Officer
1 Union Station
Providence, RI 02903
(401) 274-4564
mjbell@rifoundation.org
www.rifoundation.org

SOUTH DAKOTA

The Sioux Falls Area Foundation (Sioux Falls, SD)
Martha Englert, Program Officer
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Sioux Falls, SD 57104
(605) 336-7055
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www.sfacf.org

TEXAS

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MTColeman@mail.utexas.edu
www.hogg1.lac.utexas.edu
www.texasfragilefamilies.org

WISCONSIN

Racine Community Foundation (Racine, WI)
Marge Kozina, Executive Director
P.O. Box 444
Racine, WI 53403
(262) 632-8474
margekoz@execpc.com

UNITED STATES VIRGIN ISLANDS

The Community Foundation of the Virgin Islands (St. Thomas, USVI)
Dee Baecher-Brown, Executive Director
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http://fdncenter.org/cgi-bin/findershow.cgi?id=VIRG026

* *Hogg Foundation for Mental Health is not a community foundation*

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Fatherhood: A Look at the Numbers

In the past decade, both the federal government and private foundations have conducted major research about the role of fathers in their children's lives. Research is also beginning to identify some of the barriers that keep men from supporting or being involved with their children. This fact sheet summarizes key statistics that policymakers, advocates, and practitioners can use when promoting father involvement.

Many of the statistics about the economic and social importance of fathers originally appeared in *Father Facts*, by Dr. Wade F. Horn. Many of the statistics on low-income unwed fathers come from "Nonresident Fathers: What We Know and What's Left to Learn," by Elaine Sorensen and *A Look at Poor Dads Who Don't Pay Child Support* by Elaine Sorensen and Chava Zibman. More information about these sources and other sources for fatherhood statistics can be found at the end of this fact sheet.

Dads Matter Economically.

- The Census Bureau estimates that almost 20 million children in this country—29 percent— live in single-parent homes. The poverty rate for children in two-parent families is 8.4 percent, but for children in divorced families, it's 31.3 percent, and for children whose parents never married, it's 64.1 percent.
- In 1996, only 30 percent of low-income children who lived apart from their fathers received child support, according to the Urban Institute.
- According to an Urban Institute analysis of data from the 1997 National Survey of American Families (NSAF), 40 percent of children with nonresident fathers are poor, while only 23 percent of nonresident fathers have family incomes that low. Thus, children with nonresident fathers are 70 percent more likely to be poor than their fathers.

Dads Matter Emotionally and Intellectually.

- A survey of more than 20,000 parents by the National Center for Education Statistics found that children perform better in school, both academically and emotionally, when their fathers are involved with their schooling, including attending school meetings and volunteering at schools.
- A national study of 1,250 fathers, published by the *Journal of Marriage and Family Policy*, showed that children whose fathers share meals, spend leisure time with them, or help them with reading and homework do significantly better academically than children whose fathers do not.
- A survey of African-American men by the Urban Institute revealed that men who had experienced a positive relationship with fathers who cared and sacrificed for them are more likely to become responsible fathers themselves.
- A survey of 455 teenagers, published by the journal *Adolescence*, found that students who reported higher self-esteem and lower rates of depression also reported greater levels of intimacy with their fathers than other teens.

Many Fathers Have Limited Involvement With Their Children, in Part Because They Face Obstacles to Becoming More Involved.

- A 1999 poll, "Fathering In America," sponsored by the National Center for Fathering, found that only 44 percent of Americans think that most fathers know what is going on in their children's lives.
- The same poll showed that only 32 percent of fathers share meals with their children on a daily basis and 56 percent think that fathers today spend less time with their children than their own fathers did.
- The poll found that nearly 58 percent of Americans don't think employers recognize the

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tension fathers face between the demands of family and the demands of work.

- A separate poll by the National Center for Fathering found that 40 percent of fathers never read to their children. Only 41 percent knew the names of their children's teachers. Of respondents, 32 percent had never attended a class event or a school meeting; 58 percent had never volunteered at their children's schools.

These Obstacles Are Greatest for Low-Income, Non-Custodial Fathers.

While some non-custodial fathers are undeniably "deadbeat dads," others are just plain broke. Unemployment, ongoing legal problems, and poor relationships with their children's mothers all are factors that can prevent low-income non-custodial fathers from spending time with their kids. The Center for the Study for Social Policy and other researchers have noted, for instance, that non-resident fathers become more involved with their children when they can provide financial support, but they can be frustrated and ashamed into ceasing contact when economic stresses increase.

Recent Research Provides Us More Information about Barriers Facing Low-Income Unwed Fathers.

They begin fatherhood with good intentions, but their commitment fades over time.

- In the Fragile Families and Child Wellbeing study, a national study of unwed families currently underway in 20 U.S. cities, 53 percent of the low-income unwed parents were living together when their children were born. (Note: All Fragile Families study results are only available for the Austin and Oakland sites at this time. Therefore, these statistics aren't nationally representative.)
- An additional 29 percent of unwed couples in the Fragile Families study were still romantically involved but not living together after their children were born, and 10 percent remained friends although they were no longer romantically involved. Only 10 percent of these unwed parents no longer had any relationship by the time their children were born.
- At the time their children are born, 68 percent of the unmarried parents in the Fragile Families study think the chances they will marry are at least 50-50 and 34 percent say marriage is almost certain.
- Fragile Families study investigators were able to interview 75 percent of the unwed fathers at the time of their children's births. Of these, 60 percent were interviewed at the hospital, indicating they were present at or nearby the time of birth.
- Of fathers in the Fragile Families study, 78 percent provided support during pregnancy. In addition, 86 percent of the mothers planned to put the fathers' names on the children's birth certificates and wanted the fathers to help raise the children. Fully 86 percent of fathers planned to help with the children in the future.
- According to the 1993 book *Young Unwed Fathers* by researchers Robert Lerman and Theodora Ooms, approximately 75 percent of men who are not living with their children at the time of birth never live with them subsequently.
- Lerman and Ooms also found that 57 percent of unwed fathers visit their children at least once a week during the children's first two years, but that number drops to less than 25 percent by the time the children reach age 7.

They don't get far in school.

- In the 1990 Survey of Income and Program Participation (SIPP), there were 3.4 million non-custodial fathers with incomes below 200 percent of poverty. About 43 percent of these men were high school dropouts. Only 18 percent had more than 12 years of education. The average low-income non-custodial father had only 11 years of education.
- Nearly half the fathers in the Fragile Families study have no high school degree. Only 20 percent have education beyond high school.
- Only 2 percent of low-income nonresident fathers have college degrees, according to the Urban Institute's analysis of the 1997 NSAF.

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They have low skills and earnings, and they're frequently unemployed.

- The Urban Institute's analysis of the Survey of Income and Program Participation data shows that in 1990, only 10 percent of low-income non-custodial fathers worked full time, year-round. Forty-five percent worked intermittently, and about one-third did not work in 1990, but looked for employment during the year.
- The average wage for these men was only $5.40 per hour, and their average personal income was $3,932. Most worked in low-skill jobs, as operators/laborers (42 percent) or in service jobs (23 percent).
- Among fathers in the Fragile Families study, 20 percent had not worked in the previous year.
- According to the Urban Institute's analysis of NSAF data, among poor fathers who did not pay child support, the average number of weeks worked in 1996 was only 29 weeks.
- Less than five percent of poor fathers in the NSAF survey reported taking classes, being involved in workshops, or participating in any other form of job-specific training or education, according to the Urban Institute's analysis.

They have problems with the law.

- The 1990 SIPP data indicate that at least three-quarters of low-income non-custodial fathers have been arrested or have ongoing legal problems; 46 percent have been convicted of a crime.
- In the Fragile Families study, nearly five percent of the fathers were in prison at the time they were interviewed.
- The 1991 Survey of Inmates in State Correctional Facilities, conducted by the U.S. Department of Justice, found that 42 percent of men in state prisons had minor children and were not currently married.
- The Parents' Fair Share (PFS) study of 2,600 non-custodial fathers who were behind on their child support payments found that nearly 70 percent of men in the PFS sample had been arrested on a charge unrelated to child support since age 16.
- The Urban Institute's analysis of NSAF data revealed that in 1997, nearly 40 percent of low-income fathers who did not pay child support and were not working were incarcerated.

They have other barriers to employment.

- In the Fragile Families study, 10 percent of the fathers reported problems with drugs or alcohol.
- According to the Urban Institute's analysis of NSAF data, 42 percent of low income fathers who did not pay child support had at least one health-related barrier to employment, and 60 percent had no health insurance.
- The Urban Institute study of 1997 NSAF data found that 32 percent of poor fathers who did not pay child support lived alone in households without telephones.
- Nearly one-third of fathers in the 1997 NSAF Survey who were not working had not held a job in more than three years—an employment record that presents a significant barrier to future employment.

There is some evidence that they grew up in fatherless homes themselves.

- In the PFS sample, less than half of the participants had lived with their own fathers when they were age 14.

There is some evidence that racism makes the situation worse.

- Department of Labor officials have testified before Congress that discrimination in employment, as well as residential segregation and the absence of jobs in the inner cities, contribute to the low incomes of many minority men. SIPP data indicate that low-income non-custodial fathers are disproportionately minority; 38 percent are African-American and 19 percent are Hispanic.
- According to the U.S. Census, Caucasian men still have earnings either equal to or greater than African-American men who have higher educational attainment.

They do not support their children financially — in part because they have a hard time supporting themselves.

- Almost one quarter of all non-custodial parents do not pay child support because they can't afford it. In 1990, according to the Urban Institute, 23 percent of fathers who paid no support had incomes below the income standard for food stamp eligibility. Of these fathers, 90 percent had worked or looked for work in 1990, but only 18 percent had worked full time and year-round. In 1998 dollars, their personal incomes that year averaged $8,956.
- The Urban Institute found that only 17 percent of low-income non-custodial fathers paid child support in 1990. But those who did paid an average of $1,854 — 50 percent of their annual incomes.
- According to both the National Survey of Families and Households and the Survey of Income and Program Participation, 22 percent of nonresident fathers have personal incomes — after paying child support — that fall below 150 percent of the poverty line for an individual.

For More Information:

Wade F. Horn. *Father Facts, Third Edition*. National Fatherhood Initiative, 1999. Ordering information available online: www.fatherhood.org.

Earl Johnson, Ann Levine, Fred Doolittle. *Father's Fair Share: Helping Poor Men Manage Child Support and Fatherhood*. Russell Sage Foundation, 1999. Ordering information available online: http://www.mdrc.org/Publications.htm

Robert I. Lerman and Theodora J. Ooms. *Young Unwed Fathers: Changing Roles and Emerging Policies*. Philadelphia, PA: Temple University Press, 1993.

Sara McLanahan, Irwin Garfinkel, Yolanda Padilla. *The Fragile Families and Child Wellbeing Study, Austin Texas: Baseline Report*. Princeton University Bendheim-Thoman Center for Research on Child Wellbeing, April 1999. Available online: http://opr.princeton.edu/crcw/ff/papers/AustinReport.pdf

Sara McLanahan, Irwin Garfinkel, Maureen Waller. *The Fragile Families and Child Wellbeing Study, Oakland California: Baseline Report*. Princeton University Bendheim-Thoman Center for Research on Child Wellbeing, November 1999. Available online: http://opr.princeton.edu/crcw/ff/papers/OaklandReportandCover11-99.pdf

National Center for Fathers and Families
www.ncoff.gse.upenn.edu

National Center for Fathering. *Fathering in America*. National survey, 1999. Available online: http://www.fathers.com/ffacts.html

National Center for Fathering. *Fathers Involvement in Their Children's Learning*. National survey, 1999. Available online: http://www.fathers.com/ffacts.html

Christine Winquist Nord and Nicholas Zill. *Non-Custodial Parents' Participation in Their Children's Lives: Evidence from the Survey of Income and Program Participation*. U.S. Department of Health and Human Services, Office of the Assistant Secretary for Planning and Evaluation, August 1996. Available online: http://fatherhood.hhs.gov/ff-research.htm

Elaine Sorensen. "Nonresident Fathers: What Do We Know and What's Left to Learn?" Appendix K in Nurturing Fatherhood: Improving Data and Research on Male Fertility, Family Formation, and Fatherhood. Federal Interagency Forum on Child and Family Statistics, June 1998. Available online: http://fatherhood.hhs.gov/CFSForum/front.htm

Elaine Sorensen. *Obligating Dads: Helping Low-Income Noncustodial Fathers Do More for Their Children*. #2 in Series, "Strengthening Families." The Urban Institute, 1999.

Elaine Sorensen and Chava Zibman. *A Look at Poor Dads Who Don't Pay Child Support*. The Urban Institute, 2000.

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Funding for Fatherhood Programs

State and Local Welfare Agencies

The Temporary Assistance to Needy Families (TANF) block grant may be used for any program that supports needy families and promotes two-parent family formation. States receive $16.5 billion in federal TANF funds each year, and they are required to match that funding, so there is a lot of money available. You can contact your local or state welfare agency to see whether you can use these funds for fatherhood programs.

For information on whether your state is spending TANF funds on fathers, visit the National Center on Children in Poverty's (NCCP) web site: http://cpmcnet.columbia.edu/dept/nccp/MT99text.html. To get contact information for your state and local welfare agencies, visit the American Public Human Services Association's web site: www.aphsa.org/statenew/statenew.htm.

State and Local Child Support Agencies

These agencies may use their federal and state funding to help fathers who have fallen behind in their child support payments find work or overcome barriers to employment, such as lack of skills. To learn whether or not your state is using child support enforcement funds to help fathers, you can visit the NCCP web site: http://cpmcnet.columbia.edu/dept/nccp/MT99text.html. For contact information for your state and local child support agencies, visit the National Child Support Enforcement Association web site at: www.ncsea.org.

Local Workforce Investment Boards

These boards, formerly known as Private Industry Councils or PICs, administer federal job training funds. The Workforce Investment Boards also administer some funds under the Welfare-to-Work block grant, which funds job training and placement for fathers whose children are receiving public benefits.

For more information about the workforce development system, as well as contact information for your state and local workforce investment boards, visit the U.S. Department of Labor's workforce development web site: http://usworkforce.org.

Foundations

A number of foundations have launched fatherhood initiatives to fund community-based programs and/or new policy and research efforts related to fathers. Faith-based, other community organizations, local businesses, and foundations also are good funding sources for fatherhood programs. Some of the largest foundation supporters of this work include:

- The Coalition of Community Foundations for Youth: www.ccfy.org
- The Annie E. Casey Foundation: www.aecf.org
- The Charles Stewart Mott Foundation: www.mott.org
- The Ford Foundation: www.fordfound.org
- The William and Flora Hewlett Foundation: www.hewlett.org

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National Fatherhood Organizations

Boot Camp for New Dads

Boot Camp for New Dads, formed in 1990, helps new fathers of all ages and income levels. Based in Irvine, California, this 100+ site community education program—usually based in hospitals, churches, community centers and family resource centers—pairs first-time father "rookies" with "veteran fathers" who have babies two to five months old. The veterans help the rookies master basics such as how to hold, feed, change, and bathe their babies. New dads also learn about stages of child development and how to be supportive of their children's mothers. Within a few months, the new dads return as veterans, continuing the cycle of community education by offering their best advice to the next class.

Greg Bishop, President
Boot Camp for New Dads
4605 Barranca Parkway, Suite 205
Irvine, CA 92604
(949) 786-3146
www.newdads.com

Center for Successful Fathering, Inc.

The mission of the Center for Successful Fathering is to reconnect fathers with their children and with the traditions of responsible fatherhood. The Center accomplishes its mission through research, public awareness and training. Populations served by the Center's programs include new fathers, custodial and non-custodial fathers, incarcerated fathers, stepfathers, divorced fathers, grandfathers and remarried fathers. The Center's curriculum, *Accepting the Challenges of Fatherhood*, is a hands-on, play-oriented package for the implementation of fatherhood programs in schools and other community settings.

Alphonso Rincón, President
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13740 Research Boulevard G-4
Austin, Texas 78750
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rklinger@fathering.org
www.fathering.org

Center on Fathers, Families and Public Policy

Founded in 1995 with support from the Ford Foundation, the Center on Fathers, Families, and Public Policy, is a training, technical assistance, and policy development organization. Its mission is to help create a society in which both mothers and fathers can support their children emotionally, financially, and physically. CFFPP also seeks to challenge the negative public perception of low-income fathers. Much of CFFPP's work has centered on reforming the child support enforcement system and bridging the gap between fatherhood organizations and women's organizations.

David Pate, Executive Director
Center on Fathers, Families and Public Policy
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Madison, WI 53703
(608) 257-3148
dpate@cffpp.org
www.cffpp.org

Center for Fathers, Families and Workforce Development

The Center for Fathers, Families and Workforce Development empowers low-income families by enhancing the ability of men to fulfill their roles as fathers—and of men and women to contribute to their families as wage earners. Two beliefs are central to the CFWD approach: that men want to be emotionally and financially responsible for their children, and that poverty can hinder parental involvement and support. CFWD was founded in 1999, but its origins extend to 1993, when Joe Jones developed the Men's Services for Baltimore's federally funded Healthy Start Program. Program elements of CFWD currently include Men's Services, the STRIVE job readiness program, and Partners for Fragile Families.

Joe Jones, Founder and President/CEO
Center for Fathers, Families
and Workforce Development
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Children's Rights Council, Inc.

The Children's Rights Council is a nationwide, non-profit children's rights organization that works to strengthen families through education and advocacy. CRC favors family formation and family preservation, but if families break up, or are never formed, it works to assure a child the frequent and continuing contact with two parents and extended family the child would normally have during a marriage.

David Levy, President
Children's Rights Council, Inc.
300 Eye Street, NE, Suite 401
Washington, DC 20002
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www.gocrc.com

Family and Corrections Network

The Family and Corrections Network is a not-for-profit, volunteer organization. Founded in 1983, FCN upholds families of offenders as a valued resource to themselves and their communities so that the criminal justice system, other institutions and society become supportive of family involvement, empowerment, integrity and self-determination. FCN has produced numerous publications on families of offenders, provided press information, made presentations before national and local organizations, produced policy recommendations, organized conferences and provided technical assistance.

Jim Mustin, Executive Director
Family and Corrections Network
32 Oak Grove Road
Palmyra, VA 22963
(804) 589-3036
fcn@fcnetwork.org
www.fcnetwork.org

Family Support America

Family Support America (FSA) is a national alliance of people and organizations convinced that in order to do the best we can by our nation's children, we must strengthen and support America's families and neighborhoods. Founded in 1981, FSA builds networks, provides consulting services and gathers knowledge to help the family support movement grow. The organization has an active fathers program and has included fatherhood tracks in its annul conferences.

Kirk Harris, Vice President and General Counsel
Family Support America
20 North Wacker Drive, Suite 1100
Chicago, IL 60606
(312) 338-0900
webmaster@familysupportamerica.org
www.familysupportamerica.org

The Fatherhood Project®, Families and Work Institute

Perhaps the oldest national fatherhood organization in the country, The Fatherhood Project is a national research and education project that examines the future of fatherhood and develops ways to support men's involvement in child rearing, as well as practical strategies to support fathers and mothers in their parenting roles. The Fatherhood Project helps businesses and social services organizations adopt policies that support fathers as well as mothers.

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330 Seventh Avenue, 14th Floor
New York, NY 10001
(212) 337-0934
jlevine@familiesandwork.org
www.fatherhoodproject.org

Great Dads

Great Dads provides training and a curriculum on fatherhood to fathers interested in making a difference in strengthening families and renewing American society. The program challenges fathers to combat pervasive father-absence in America—both physical absence and emotional absence.

Robert Hamrin, President
Great Dads
P.O. Box 7573
Fairfax Station, VA 22039
(703) 830-7500
grtdads@aol.com
www.greatdads.org

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The Institute for Responsible Fatherhood and Family Revitalization

IRFFR, founded in 1982, runs intensive, one-on-one outreach to families in six cities. At each site, a married couple runs the program and lives in the community to help provide an example of healthy marriage for clients. The heart of the program is individual counseling sessions with fathers. Institute staff members believe that once fathers develop strong relationships with their children, other changes—including jobs, better relationships with their children's mothers, marriage, and an end to substance abuse or criminal activity—will follow.

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MAD DADS

MAD DADS (Men Against Destruction-Defending Against Drugs and Social-Disorder) seeks to encourage, motivate and guide committed men in the struggle to save children, communities, and ourselves from the social ills that presently plague neighborhoods. MAD DADS employs strategies to engage men in the intervention and prevention of community problems, and is designed to attract, challenge, and prepare men to be vocal, viable, and vigilant in restoring sage communities and healthy families.

Eddie Staton, President
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maddadsnational@nfinity.com
www.maddadsnational.com

Minnesota Early Learning Development (MELD)

MELD seeks to prevent instances of emotional or physical abuse by creating a healthy family environment. MELD programs and curricula bring parents with common needs together into groups that meet over two years. They learn, grow, and become friends while solving problems and creating healthy families. Volunteer group facilitators are experienced parents who are carefully selected, trained, and supported by a MELD professional in each community. MELD began offering a curriculum for young fathers in 1990.

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www.reeusda.gov/pavnet/pm/pmminn.htm

The National Center for Fathering

In addition to crafting a message that fathers are important to children, the National Center for Fathering tries to offer states, communities, and individual fathers ideas about what they can do to act on that message. The Center offers a variety of seminars and small group materials, in addition to airing a nationwide radio program on fathering, all designed to help men become competent and comfortable in their roles as fathers. The Center's products are tailored to specific audiences, including businesses, civic groups, social service organizations, hospitals, schools, and faith communities. The National Center for Fathering frequently partners with the Greater Kansas City Community Foundation.

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www.fathers.com

National Center for Strategic Nonprofit Planning and Community Leadership, Inc.

NPCL assists primarily low-income urban and rural communities to develop strong families. The organization provides technical assistance to the Partners for Fragile Families initiative and the National Head Start Association, among others. NPCL's Fatherhood Development curriculum provides a list of best practices for practitioners who are developing fatherhood services. The organization also has founded a Peer Learning College for

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child-support professionals to help create policies and procedures more responsive to the needs of low-income fathers. NPCL frequently partners with and provides services to community foundations, including The Philadelphia Foundation and the Rose Community Foundation.

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http://www.npcl.org

National Center on Fathers and Families

The National Center on Fathers and Families is a leading research center on fatherhood issues. NCOFF maintains the extensive Fatherlit database, which contains over 8,000 abstracts related to fathers and families. NCOFF holds the "Fathers and Families Roundtable Series" focused on research, practice, and policy-related issues; and runs the "State Policy Series," which brings together state legislators, agency officials, nonprofits, and academics. NCOFF is dedicated to improving practice-derived research and research-informed practice, and works to build better linkages between activities that support children and father involvement efforts. NCOFF also fosters relationships among state officials and practitioners as well as researchers and practitioners.

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National Compadres Network

The National Compadres Network is a national effort whose focus is the reinforcement of the positive involvement of Latino males in the lives of their children and families. In November of 1988 a group of Latino hombres gathered to establish the "Circulo de Hombres," a group focused on strengthening and re-balancing the role and responsibility of hombres in their family and community. Among the projects of the NCN is the Respetar y Leer (Respect and Read) Campaign. This two-fold effort targets domestic violence prevention and literacy, encouraging hombres, fathers, uncles, grandfather, and big brothers to read to and spend time with their children.

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www.nimitz.net/compadres

National Fatherhood Initiative

The National Fatherhood Initiative (NFI) was founded in 1994 to stimulate a society-wide movement to confront the growing problem of father absence, and is dedicated to improving the well-being of children by increasing the number of children growing up with involved, committed and responsible fathers in their lives. NFI is a non-profit, non-sectarian, non-partisan organization. NFI is best known for its public awareness campaigns promoting responsible fatherhood. NFI organizes conferences and community fatherhood forums, and provides training and resource materials to organizations seeking to establish community-based fatherhood programs. NFI publishes a quarterly newsletter, conducts research on fatherhood, works to enhance the effectiveness of public policies to encourage responsible fatherhood, and disseminates informational material to men seeking to become more effective fathers. NFI makes sure to have bilingual materials available and also offers support for specific populations of fathers through programs such as their military dads program and the Long Distance Dads program for incarcerated fathers.

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National Latino Fatherhood and Family Institute

The National Latino Fatherhood and Family Institute aims to meet the complex needs of Latino males with regard to their involvement in their families and community. Through research, training, and direct services the program assesses the development of fathers and their role in the family, as well as addresses issues such as child abuse, domestic violence, gang violence, illiteracy, and teen pregnancy.

Barbara Kappos, Director
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National Practitioners Network for Fathers and Families (NPNFF)

NPNFF is a national membership organization for people and programs that are working to increase the responsible involvement of fathers in the lives of their children. Its current strategic plan is threefold. First, NPNFF is trying to win fathers a spot on the agendas of children, women's, and family organizations by creating a workshop and conference track. Second, NPNFF is developing a grassroots constituency for fatherhood issues. Third, the organization is undertaking a process to develop a set of program standards and standards of practice for responsible fatherhood services and practitioners.

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Kathy Reich is policy director at the Social Policy Action Network. Before joining SPAN in 1999, Ms. Reich was legislative assistant to Senator Dianne Feinstein of California, focusing on welfare, children's, and environmental issues. Ms. Reich previously served as a policy advisor to then-Lieutenant Governor Gray Davis, who is Governor of California. She graduated Phi Beta Kappa from Yale University, and holds a master's degree in public policy from Harvard University's John F. Kennedy School of Government. Ms. Reich is the author of numerous reports, including (with Anthony P. Carnevale) *A Piece of the Puzzle: How States Can Use Education to Make Work Pay for Welfare Recipients* (2000) and (with Kathleen Sylvester) *Restoring Fathers to Families and Communities: Six Steps for Policymakers* (2000).

About SPAN

The Social Policy Action Network develops effective social policy by transforming the findings of research and the insights of front-line practitioners into concrete action agendas for policymakers. SPAN then builds public will for these ideas with clear messages for the public and the news media.

Our work focuses on some of the most critical issues of the nation's social policy agenda, including welfare reform, fatherhood, teen pregnancy and parenting, child welfare, and early childhood education and care. SPAN, which was founded in 1997, is a 501[c](3) project of the Tides Center.

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About the Coalition of Community Foundations for Youth

Launched in 1991 to build the leadership capacity of community foundations on issues affecting children, youth, and families, the Coalition has grown into an alliance of more than 175 community foundations. The Coalition serves the community foundation field through three interlocking spheres of activity:

LEARNING

- providing training on the diverse roles community foundations can play in improving child, youth, and family well-being
- enabling community foundations to access leading researchers, practitioners, organizations, and materials
- responding to needs identified by community foundations
- documenting and disseminating innovative ideas, lessons learned, and best practices

LEVERAGING

- accessing national resources for community foundations of all sizes and at every stage of development
- enabling community foundations to leverage new sources of local human, social, and financial capital

LINKING

- connecting compatible community and national foundation objectives
- connecting community foundations to each other to address common interests and concerns
- creating momentum by connecting local priorities to complementary policies, work, and other activity at the national level
- facilitating the level of relationships, trust, and collaboration necessary to enable diverse segments and sectors of the community to pursue goals directed toward the common good

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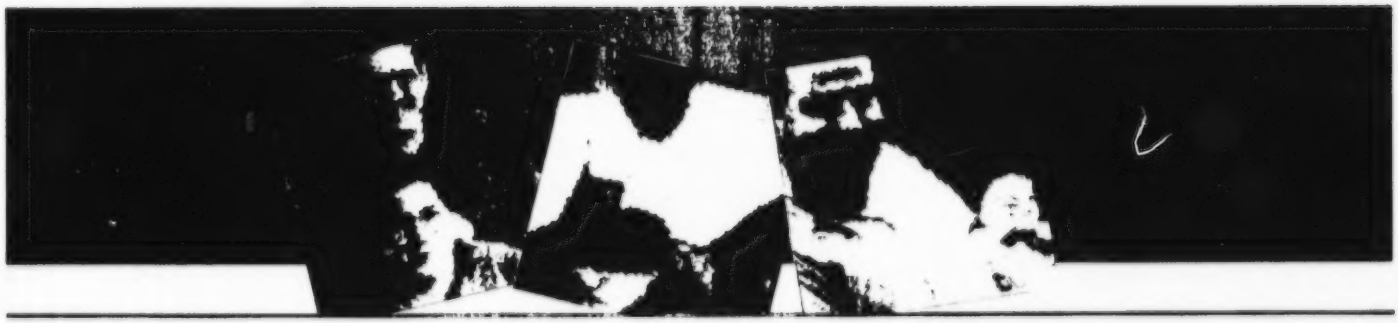

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